



World Concern Development Organization

**VIETNAM:**

**THE ADAPTIVE VOCATIONAL TRAINING  
PROGRAM FOR ADOLESCENTS WITH DISABILITIES**

QUARTERLY REPORT

1 JULY 2002 THROUGH 30 SEPTEMBER 2002

for

THE UNITED STATES AGENCY  
FOR INTERNATIONAL DEVELOPMENT

Displaced Children and Orphan's Fund  
GRANT NO. 492-G-00-98-00042-00

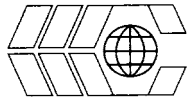
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28 October 2002

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**W.C.D.O.**

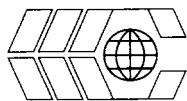
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### **List of Acronyms**

ABE	Alternative Basic Education
AWD	Adolescents with Disabilities
CBR	Community-Based Rehabilitation
CBSW	Community-Based Social Workers
CEDC	Children in Extremely Difficult Circumstances
CSW	Community Support Workers
CWD	Children with Disabilities
DCOF	Displaced Children's and Orphan's Fund
DET	Department of Education and Training
DELISA	Department of Labor, Invalids and Social Affairs
DSC	District Steering Committees
MOLISA	Ministry of Labor, Invalids, and Social Affairs
PMT	Project Management Team
PVO	Private Voluntary Organization
PWD	People with Disabilities
SLT	Sign Language Trainers
TNA	Training Needs Assessment
VVAF	Vietnam Veterans of America Foundation
WCDO	World Concern Development Organization



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## **QUARTERLY PROGRESS REPORT**

### **REPORTING PERIOD:**

1 July 2002 through 30 September 2002

### **GENERAL REFERENCE**

- A. NAME OF PVO: World Concern Development Organization (WCDO)
- C. AID AGREEMENT NO: 492-G-00-98-00042-00
- B. TITLE OF PROJECT: The Adaptive Vocational Training Program For Adolescents with Disabilities (AVTPAD)
- D. DATE OF THIS REPORT: October 28, 2002

NOTE: In this report, project activities have been divided into geographical categories. The reason for this is that there are two WCDO project implementation and management teams. One is based in Hanoi, the other in the central region of Vietnam in DaNang. The Hanoi office is responsible for the work in Hai Duong Province some 80 kilometers east of Hanoi. The other is based in DaNang and is responsible for two provinces: DaNang and neighboring Quang Nam. Thus the sections are divided into Hai Duong (the north region) and DaNang/Quang Nam (the central region).

## **SECTION I. PROGRAM ACTIVITIES**

### ***Activity 1: Planning And Coordination***

Consisting of the following activities: *Activity 1.1:* Program Management and Coordination, *Activity 1.2:* Strengthen Cooperative Relationships, *Activity 1.3:* Baseline Situational Analysis, and *Activity 1.4:* Training Needs Assessment.

### ***Activity 1.1: Program Management and Coordination***

#### **Hai Duong**

The Project Management Team (PMT) chose one representative to work with WCDO in supervising the districts in their organized activities such as Social Work Training. The PMT also helped start up the vocational training courses. The District Steering Committee (DSC) helped finish the survey and also helped the Community Support

Workers (CSW) find businesses to begin the vocational training courses. They are cooperating a lot better since the last PMT/DSC meeting when they all agreed to work better together. Communication between partners has improved.

### **DaNang**

After the signing of the agreement last quarter, the District Steering Committees were formed in July. Two of the project staff, Duyen and Minh, attended meetings in the two new districts of Son Tra and Ngu Hanh Son to explain more about the project and answer their questions. All came to an understanding about the ways and procedures to work in the districts.

During the Northwest Medical Teams visit the Red Cross invited a television group to come and film the health examination of AWD in the DaNang office.

### **Quang Nam**

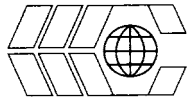
The Provincial Management Team, seven District Steering Committees, and WCDO staff met on July 12, 2002 to review the project work during the past six months and discuss the project activities to take place over the next six months of 2002. The participants agreed that most districts, including the new ones, have achieved considerable success in several aspects of the project in assisting the AWD. However, at the district level, different partners were told to try harder to cooperate with one another so that the project results will be better.

## ***Activity 1.2: Strengthen Cooperative Relationships***

### **Hai Duong**

WCDO continued to actively participate in the Disability Forum with input into the National Coordinating Council on Disabilities (NCCD).

On August 15-16, WCDO staff attended a workshop held by the NCCD and VNAH (Vietnam Assistance for the Handicapped) on empowerment for PWD, focusing on the rights of PWD to access employment. NCCD consults with WCDO often to get advice about vocational training and employment. On August 29th, WCDO staff attended another NCCD workshop to help draft a proposal on the establishment of a "Vietnam Association of PWD in Manufacturing, Trading and Services Businesses." WCDO staff also attended a two-day NCCD workshop on the "Equalization of Social Integration for PWD" on September 11<sup>th</sup> and 12<sup>th</sup>.



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### **Da Nang**

During late August another visit by Northwest Medical Teams from Seattle took place. On August 23<sup>rd</sup> and 24<sup>th</sup> Doctor Singer, an orthotist, examined 42 AWD. This examination was only for AWD with mobility difficulties. Dr. Singer's work was very thorough, and from his work WCDO can now evaluate the current situation of the AWD. From his recommendations WCDO can target the appropriate support or intervention needed and seek support from other donors. Dr. Singer also encouraged the AWD to wear braces and specialist shoes. Dr. Singer provided encouragement and training to the WCDO staff on how to better deal with AWD with mobility problems and what to look for in seeking medical intervention.



*Dr. Singer performing an examination*

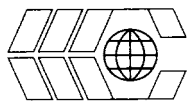


Nguyen Thi Hoai Trinh received a sports wheelchair from VNAH which cost about 1,500,000 VND.

### **Quang Nam**

On August 21<sup>st</sup>, 22<sup>nd</sup> and 26<sup>th</sup>, Dr. Singer assessed 87 AWD with moving difficulties in Quang Nam. 65 out of 87 AWD have a need of either surgery or braces, or in some cases, both.

*Nguyen Thi Hoai Trinh*



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***Activity 1.3 and Activity 1.4: Baseline Situational Analysis / TNA***

This activity has for the most part been completed. However, in all provinces there is on-going re-interviewing, surveying of a few more AWD beneficiaries and negotiations with possible training businesses. This work is carried out by the WCDO staff, the CBSW, and the CSW. On-going monitoring by the project workers is also part of this work to ensure that the selection procedure and the interviews match the outcomes for training.

***Activity 2: Direct Interventions***

Consisting of the following activities: *Activity 2.1: Raising Disability Awareness*, *Activity 2.2: Community Support Worker Training and Group Formation*, *Activity 2.3: Adapting Vocational Sites*, *Activity 2.4: Adapting Training*, and *Activity 2.5: Employment and Income Generation*.

***Activity 2.1: Raising Disability Awareness***

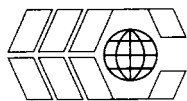
**Hai Duong**

In July, a two-day workshop on speech therapy was held for the 14 AWD in Hai Duong who had received hearing aids. These hearing aids were donated by a Japanese instructor and this workshop was designed to follow up with the beneficiaries and families on how to improve speech now that hearing had improved. Two trainers, one from Komitee Twee and one from the Special Education Center ran the workshop. Beneficiaries and their families learned more about the proper use of hearing aids and gained an understanding of the nature of hearing impairment and what can be done to help communication.



*The speech therapy workshop*





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*Awareness raising workshop in Hai Duong*

A one-week training course (July 22–26) in Raising Awareness was held in Hai Duong for families from all the districts. Over 200 people attended. The attendees were mainly family members of the first intake of training in this phase of the project plus business owners who are interested in informally training AWD. The trainer, Mr. Nheiu from ActionAid was excellent and very experienced in this area. Mrs. Sen, the mother of a boy whose legs are paralyzed commented, “It is so good for me to have this chance for training. When I came here at first I thought I understood my child well enough but then realized there are many important things about him that I have never known or paid attention to.”

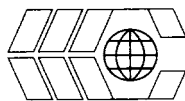
## **DaNang**

On September 25<sup>th</sup> a workshop on Disability Awareness Raising was held for 15 business owners and parents of the AWD in DaNang. Through the training the trainees learned more about issues related to disabilities such as: concepts about disabilities, barriers affecting the development of PWD, the needs of PWD, the rights of PWD to and in employment, abilities of PWD, and the roles and responsibility of families, social organizations, government and community.



*Disability awareness training in DaNang*





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## **Quang Nam**

A similar workshop was held in Quang Nam in July. About 40 business owners and 45 families attended. During the workshops the business owners, parents and people with disabilities shared ideas and experiences of assisting AWDs and in raising awareness among themselves and the community.

Besides their official training duties, the WCDO staff, the CBSWs, and the CSWs always try to raise disability awareness in the community, especially when successful examples of AWD are visible to local leaders and villagers.



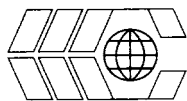
*Workshop in Quang Nam*

## **Activity 2.2: Community Support Worker Training and Group Formation**

### **Hai Duong**

The two newly selected CBSW have been settling into their tasks very well. They attended the second Social Worker Training course held in Hai Duong on July 2-4 and are undergoing constant monitoring and mentoring by the WCDO staff. Two new motorbikes have been purchased for them to undertake their extensive range of work. Each CBSW has been allocated six districts to cover the 12 districts of Hai Duong. One CBSW deals with the western districts, the other the eastern. The CBSW are developing good cooperative relationships with the District Steering Committees and large organizations such as the Red Cross, as well as learning better their role in supporting, monitoring, and training CSWs and reporting to WCDO staff.

The second training component for Community Support Workers was held on July 2-4 in Hai Duong City. The first was held in Hai Duong in late June. All 23 CSWs from the 12 districts attended the training conducted by Mrs. Amanda Ables, a private Social Worker from Hanoi. The course provided knowledge of support group work and communication skills. Teaching methods included role-plays, discussion groups and games.



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For many community support workers, this training was their first opportunity to visit a vocational training center in Hai Duong City. One of the benefits of the visit was that of the groups going outside and learning a great deal about life in society. The CSWs from the old-phase's districts can compare those centers to their counterparts in the new districts, analyze the advantages and disadvantages of each center and get a clearer and broader picture of the vocational training activity. The new-phase CSWs got a real-life illustration of activity implementation.



*CSW Training*

In mid-August, peer group meetings were held in the three vocational training centers of Nam Sach, Ninh Giang and the Trade Union Center in Hai Duong City. In late September, peer group meetings were also held in the formal training Trade Union Center and in six districts.

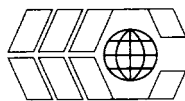
There were more than 40 AWDs in the peer group activity, which included mainly mobility and hearing-impaired AWD from both the old and new phases. The meeting was divided into two groups: one for the mobility-impaired run by WCDO staff, CBSW and CSW, and the other for the hearing-impaired. The sign language consultant was in charge of the hearing-impaired group.



The group meetings helped equip the AWDs with basic skills and knowledge. This has helped with shyness and inferiority complexes. The group created opportunities for them to socialize, which helps them integrate into society more confidently. It also encouraged them to stimulate their thinking and develop their creativity in the activities.

The AWD also took part in games. The Hai Duong AWDs welcomed guests from VVAF in the meetings. After listening to the VVAF and PWD they felt very encouraged.

*Group Meetings*



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VVAF is undertaking a training program in the formation of self-help groups and training of PWD leaders. This training will go over a period of 18 months under the consultancy of World Village Foundation and the national Psychology Institute. WCDO will put their social workers and the sign-language trainer through the first few training workshops and then may consider running its own workshop under the guidance of the VVAF consultants to train up the project workers and key PWD/AWD in leadership of peer groups. The first VVAF training will take place in mid-October 2002.

### **DaNang**

The second phase of Social Work Training took place on July 23-24. The first part was held in late June. The training was led by Kathleen Huff of WCDO. This was organized for 20 CSWs who were new or had not attended the training in the last phase. The training was about the roles of the social worker, and principles and skills of social workers when working with PWD.



*Social Worker Training*



*Peer Group Meetings*

Peer group meetings were held at the six districts and were well organized, especially Lien Chieu and Hai Chau. Some of the active CSWs of the old phase districts were invited to participate in the peer groups in the two new districts to help the new CSWs. WCDO also plans to give opportunities for the new CSWs to visit the old districts to draw on their experience.



The self-help groups of the old AWD have already been formed in Hai Chau, Thanh Khe and Lien Chieu. The graduates have had opportunities to meet with each other and share their situations and experiences.

### **Quang Nam**

Social Worker Training also took place in Quang Nam on July 26-27. The workshop provided 28 CSWs of Quang Nam with good social work training. This will help them in their work within the community. Both the CBSWs and CSWs in Quang Nam have tried hard to improve the quality of their work. Most of them enjoy working in the program and with AWD, especially in their social activities.



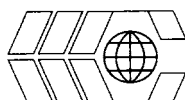
*Social Worker Training in Quang Nam*

Peer group activities are also held monthly where the AWD make friends, sing, play games and share experiences with one another and with the CSWs. Sometimes when the AWDs have problems they talk to the CSWs to ask for help and counseling.

### ***Activity 2.3: Adapting Vocational Training Sites***

Very little site improvements have been done due to the heavy workload of WCDO staff in trying to set up the training. However, at a recent quarterly meeting it was decided that WCDO will contract out to a local person in DaNang and Hai Duong to inspect a number of buildings to see how the organization can improve the access and user-friendliness for AWDs in their homes or training center.

In Thang Binh District, Quang Nam, ramps, hand rails and a bathroom suitable for PWD were installed to better serve the disabled and raise awareness in the community of how to improve access for PWD.

**Activity 2.4: Adapting Training - Formal, Informal, and Alternative Basic Education (ABE)****Formal Training****Hai Duong**

In the beginning of the intake, 34 AWD were selected to attend formal training at the Trade Union Center in Hai Duong City. Eight have dropped out due to homesickness and other illness-related issues. Four more AWD were placed in the training and have stayed. This leaves a total of 30 AWD who are all pleased with their training prospects and future job opportunities. The training is in three principal areas: sewing, electronics, and motorcycle repair. The biggest problem seems to be with the high numbers of hearing-impaired who lack communication skills and basic education. The situation is being addressed through the sign language training and ABE with Ms. Cuc, the sign language consultant with WCDO.

Since September 24, one more formal training course has started at the Hai Duong Provincial Women's Job Service Center. In this course, six AWD will be trained in embroidery. There is the possibility of more AWD being enrolled at this center as soon as those who are willing to live and work away from their homes can be identified.

<b>District</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Binh Giang	3	2	5
Cam Giang		1	1
Chi Linh		3	3
Hai Duong City	7		1
Kim Thanh	1		1
Kim Mon	5	7	12
Than Mon	3	1	4
Ninh Giang	2	1	3
<b>TOTAL</b>	<b>21</b>	<b>15</b>	<b>36</b>

**Case study:** Pham Van Han, age 19, was born in a family of three children. He is the second oldest child and has finished the ninth grade. He and his sister are both disabled with severely crippled legs and muscle shrinkage. They both get around by crawling or with the help of a small wooden stool device. Han also has weak arms but still can hold things. Han was happy to join the project to be trained in sewing skills as his sister had done in the previous phase of the project. Both siblings work from home where his sister

conducts her business. This is very special as she not only earns a living but can also act as a trainer for her brother.

Han has a very special family in that he and his sister are both disabled and his parents really love and support both of them. They also inherited the same spirit of hard work that their grandfather was known for. Although the parents are busy with farm work, they still have time to take their disabled children to peer group meetings. During the meetings Han does not participate or speak much but he does enjoy himself. The photo is of Han being taken to the peer group meeting by his father.



*Han and his father*

WCDO has decided to partner with VVAF in the training of bench-workers to work in the VVAF-Bac Mai Hospital orthotic unit. VVAF requested that WCDO nominate some candidates to undertake two years of technical training in making and fitting orthotic devices. WCDO staff interviewed a number of AWD in Hai Duong in September and 15 were selected for interviews. The selection process will be tight considering that these positions are so specialized and only four will be chosen. WCDO has decided to fund these trainees as part of its vocational training program.

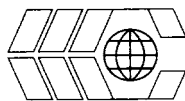
## **DaNang**



*Luong Thi Phuong Chi*

There is no formal training being undertaken in DaNang in this phase. All the preparations have been made and the Job Service Center is ready for another intake of AWD; however, there are only two that have been identified who are interested in going to live at the center for training. These two have not yet started and will wait until an appropriate time to fit into the center's schedule. WCDO staff and the DSC and CSWs continue to monitor the progress of the old phase AWD from both types of training. Following is a story of a young lady who had gone through formal training in DaNang during her last phase of the project.

Luong Thi Phuong Chi is a 20-year old woman with a clubfoot. She graduated from the Danang Job Service Center in May 1999 in sewing skills. She was one of the better students in the class. After she graduated, WCDO helped her find employment at the Hoa Tho Garment Factory. She worked



there for one month but quit because she could not adapt to the new working environment. Then she went to Thanh Hoa district for one year to work in a private sewing shop. Today she is working successfully in the Trung Viet Garment Factory and has a stable income. Before the project, she had very few friends and seldom went out. Now she is enjoying her employment, has a social life and is an active member of her peer group.

### **Quang Nam**

Formal training has begun in Quang Nam at the Tam Ky Job Service Center. Eighteen AWD have been selected to undertake training in skills such as sewing, motorcycle repair and electricity. The selection of AWDs to be trained has been more effective than the first phase group in 2000. Although life away from home is very difficult for most AWDs, they enjoy their life and training at the JSC in Tam Ky and the teachers are very helpful and supportive. Mrs. Phuong (CBSW), Mrs. Mai and the CSWs in Tam Ky often visit and talk to the trainees and help with counseling when they encounter difficulties adapting to living away from home.

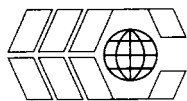
<b>District</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Thang Binh	3	3	6
Dien Ban	0	2	2
Nui Thanh	1	0	1
Tien Phuoc	1	1	2
Que Son	1	1	2
Dai Loc	0	2	2
Tam Ky	1	2	3
<b>TOTAL</b>	<b>7</b>	<b>11</b>	<b>18</b>

### **Informal Training**

#### **Hai Duong**

Informal training began in Hai Duong during this quarter. By July, 190 AWD were selected to undergo informal training in Hai Duong. Small businesses in six districts have been very cooperative and supportive in providing the venue and expertise to train these young people. However, the demand outstrips supply at this time with WCDO staff and the DSC trying hard to find enough businesses to take the AWD for informal training. By September, 221 AWD had been selected and informal training was being undertaken in eight districts with 114 AWD in 62 businesses. WCDO is trying to encourage more diversity in training and the DSC and CSWs have been encouraged and trained to think of new innovative ideas and different skills that AWD may be able to learn.





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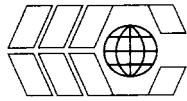
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<b>District</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Binh Giang	1	5	6
Cam Giang	2	4	6
Chi Linh	6	7	13
Gia Loc	7	8	15
Hai Duong City	1	3	4
Kim Thanh	5	3	8
Kim Mon	4	3	7
Nam Sach	5	7	12
Ninh Giang	4	0	4
Thanh Ha	5	9	14
Than Mon	5	3	8
Tu Ky	8	9	17
<b>TOTAL</b>	<b>53</b>	<b>61</b>	<b>114</b>

## **DaNang**

All AWD of the old phase had finished their informal vocational training by the end of May. By the end of this quarter, 22 AWD were placed in informal training, up from a total of 13 since the last quarter. The following table records the current figures.

<b>District</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Thanh Khe	1	3	4
Lien Chieu	2	3	5
Hai Chau	4	1	5
Hoa Vang	2	2	4
Son Tra		2	2
Ngu Hanh Son	1	1	2
<b>TOTAL</b>	<b>7</b>	<b>6</b>	<b>22</b>



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**Case Study:** Dao Xuan Hanh is 18 years old and has slewed feet. His family situation is difficult as his mother abandoned the family long ago. Before he entered the project, he worked at home to help his father with basket weaving. Hanh trained in stone carving and making stone products. He has been learning stone-working skills for one month and has worked very hard. The trainer is pleased with him.

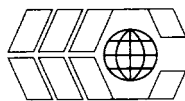


## Quang Nam

*Dao Xuan Hanh*

The placement of AWD in informal training continues in Quang Nam with a total of 93 AWD training, up from 75 for the last quarter. WCDO staff, the two CBSW and the CSWs in seven districts of Quang Nam often visit the AWDs at the training sites to make sure they are making progress and are well looked after. Several times, the CSWs have helped solve problems of relationships between businesses, AWD and their families, and social issues of the AWD. This helps improve the quality of informal training day by day.

District	Female	Male	Total
Thang Binh	6	10	16
Dien Ban	6	8	14
Nui Thanh	7	3	10
Tien Phuoc	4	5	9
Que Son	6	9	15
Dai Loc	12	7	19
Tam Ky	3	7	10
<b>Total</b>	<b>44</b>	<b>49</b>	<b>93</b>



**Case study:** Vo Van Thien is from Tien Phuoc district and has suffered from otitis media and mastoiditis with fistula for many years. His infection and fistula was treated in May 2002 (see last quarterly report). He is now in training in electrical wiring and has made much progress during the past two months. He is very thankful to be in the program.

**Case study:** Vuong Huu Tu is 19 years old. He is from Thang Binh district and one of his legs is paralyzed due to polio. He comes from a very difficult situation. His mother died when he was a child and his father has been paralyzed for several years due to a stroke. He started to be trained in electricity by Mr. Dien in May 2002. Both the trainer and trainee feel happy working together which helps Tu improve his skill and confidence.



*Vo Van Thien*

### **Alternative Basic Education**

#### **Hai Duong**

The first lot of Sign Language Training and ABE for the hearing-impaired took place in Hai Duong during the week of August 22<sup>nd</sup>. These trainings were done at the Trade Union Center in Hai Duong City where there are a high proportion of AWD in training and employment who are hearing-impaired (60%). The trainings were conducted by the sign language training consultant for WCDO, Ms. Cuc. A total of 17 AWD attended the trainings which included teaching on writing, reading, calculations and where appropriate, basic speech. SLT and ABE continued throughout September in Hai Duong.

Beginning August 27<sup>th</sup> Ms. Cuc conducted a survey throughout Hai Duong Province to assess the needs of the hearing-impaired in the program. The main findings from this survey had to do with the level of education, math skills and illiteracy. From the results of this survey an ABE strategy will be drafted in an attempt to meet the communication and education needs of the hearing-impaired AWD.

#### **DaNang**

Sign Language Trainers were selected to go to the training in Dong Nai in November. A total of five Community-Based SLT were chosen, two from DaNang and three from Quang Nam.

From the survey list and information from the districts, WCDO has a list of 51 AWD needing ABE of which 17 AWD need sign language training. The DET will send their suggested plan to WCDO and then come to agreement. The possible place to do the SLT and ABE is Son Tra, Thanh Khe and Hoa Vang.

### Quang Nam

Among members of the DSC in Tien Phuoc is Mrs. Tu from the DET. She works with a teacher (Ms. Luu) to help with ABE for four AWDs (the AWDs live far away from one another so it is difficult to organize a bigger group). The four AWDs work well in ABE.

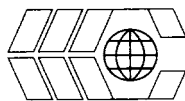
Thang Binh is planning an ABE class for a group of 10 - 15 AWDs for education under Grade Five. The class was supposed to start in October 2002. Provincial DET support the idea of informal learning (or survival education) to teach the AWDs simple writing, reading and calculations so they can improve their work and life, rather than trying to apply a complicated curriculum, which is not feasible in this project.

### Activity 2.5: Employment and Income Generation

The following table shows data on employment outcomes for AWD of the previous phase work through September 30, 2002. In Hai Duong the employment rate went from 73% for the first quarter of the year to 82% at present. DaNang stayed the same from the previous quarter at 90%, as did Quang Nam at 87.5%. These are still pleasing results as there has been a high retention in work suggesting that for at least the short term there is a sustainability factor at play.

<i>Area</i>	<b>Formal graduation</b>	<b>Formal employed</b>	<b>Informal graduation</b>	<b>Informal employed</b>	<b>Total employed</b>	<b>% employed</b>	<b>Salary range (up to \$ US)</b>
<b>Hai Duong</b>	90	75	125	108	183/223	82	45
<b>Da Nang</b>	47	38	87	83	121/134	90	55
<b>Quang Nam</b>	40	33	112	101	133/152	87.5	38

*Note: More detailed data for each province can be provided on request.*

**SECTION II. ANALYSIS OF THE QUARTER**

- *Why and how intended results were or were not achieved.*
- *Contributions of the activities to the results.*
- *Unintended results.*
- *Lessons learned.*
- *Adjustments in program to improve results.*

***Results achieved and contribution of activities to results***

The DSC seems to be working better in all provinces after some adjustments and improvements in communication were made. All have appointed appropriate CSW who seem to be continuing with their tasks if they are old-phase CSW or learning well if they have started in the new phase.

The following trainings have been held:

- Awareness Raising training for staff, families and businesses in all provinces
- Social work training for CBSW and CSW in all provinces
- Speech therapy and sign language training in Hai Duong
- Peer group meetings with life-skills training in all provinces
- NCCD workshops in Hanoi
- Sign language training as a part of ABE for hearing-impaired in Hai Duong

Intakes for formal and informal training have been going well. All provinces have had solid intake with the exception of formal training in DaNang but this will happen early in the next quarter. Re-interviews and selection continue for the AWD as do business surveys for the next intake of training. So far, 55% of the AWD quota for this phase is in training. Training is slightly behind schedule but the whole process is working very well.

As can be seen in the following table of training that was proposed for the three-year extension new phase, most training is ahead of schedule. Certainly the targets for March 2003 for two of the provinces will be matched for informal training. DaNang is confident that the targets will be met soon after a slow start. There are no essential problems associated with this (please see 'Why Intended Results were not Achieved').



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*The Adaptive Vocational Training Program for Adolescents with Disabilities*

## **From the Proposal for Extension for Grant for 3 years**

### ***Plan for training***

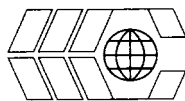
**NOTE: Data from July-Sept Quarterly included in table in bold**

	<b>Hai Duong</b>	<b>Quang Nam</b>	<b>DaNang City</b>
Formal Vocational Training – 1st intake Jan. 2002 –Sept 2002	30 <b>(36)</b>	10 <b>(18)</b>	10 <b>(0)</b>
Formal Vocational Training – 2nd intake Jan. 2003 –Sept 2003	30	10	10
Informal Vocational Training – 1st intake Oct 2001 – June 2002	60 <b>(114)</b>	45 <b>(93)</b>	30 <b>(22)</b>
Informal Vocational Training – 2nd intake July 2002 –Mar 2003	70	45	30
Informal Vocational Training – 3rd intake April 2003 - Dec 2003	60	40	20
<b>TOTALS</b>	<b>250</b>	<b>150</b>	<b>100</b>
Alternate Basic Education Intake Jan 2002 - Oct 2002	60	50	40

### ***Why intended results were not achieved***

On the whole this quarter was quite a good one for placement of AWD in vocational training, for establishing all partner management (DSC and CSW), for establishing good CBSW, and for training of partners, parents, sign language, and staff. The placement of more selected AWD in vocational training is a little behind schedule. At present there are only 277 of the 500 proposed beneficiaries in training.

The principal reason for this is that not enough small businesses can be identified to take on training for AWD. There are a combination of reasons for this. One is that many businesses are not located near the beneficiaries' homes and AWD find it difficult to travel. Second, many businesses cannot be found in the new districts as it takes a while for the program to become known and for the businesses to be encouraged to try training. Thirdly, many of the businesses that would enter into this program have already been identified and used during the first phase and there is difficulty trying to find new businesses. Lastly, there is a program preference to use informal rather than formal training because of the better employment outcomes. Formal training can take many individuals quickly but informal training takes time to find individual businesses willing to participate.

***Unintended results***

On August 1<sup>st</sup> there was a visit by two USAID staff to the Hai Duong project sites. Mrs. Tony and Mr. Loi were accompanied by staff to the following sites:

- The Hai Duong Trade Union Center where 30 AWD were undertaking formal training in a variety of vocational skills. Some of the previous phase AWD are also employed within the trade union center and were also visited.
- Several businesses in Gia Loc district where AWD were undergoing informal training in electronics and steel work.
- Some home-based businesses where AWD are earning a living from embroidery and sewing.

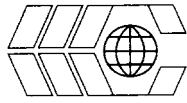
A staff retreat was held in Nha Trang for all Hanoi and DaNang staff from September 9-13. This was the first retreat held for all staff for some time and it was an excellent opportunity for team building, reflecting on the work over the past few years, planning for the future, and undertaking some training workshops. The workshops included training in photography methods and techniques, planning for the 2003 calendar for raising awareness, and planning for the production of an education video to raise awareness for disabilities based on the subject of the AWD work. Along with all the work-related events, there was a good time enjoyed by all with many recreation opportunities.

Ms. Cuc, the WCDO sign language trainer consultant was invited to be the interpreter for the hearing-impaired at group work skills for the PWD event held by the Association of Youth with Disabilities in Ho Chi Minh City, July 31-August 2.

***Lessons learned and adjustments to the program***

The staffing levels proposed for the project are overstretched at present just taking care of the AWD selection, placement, training, supervision, and monitoring. There are also medical intervention issues, workshops and partnerships and the ever-expanding issues of sign language training and ABE. This leaves little time or energy for other activities of the project and to keep focused on the really important issues. Issues such as credit to poor families, site improvements, HIV/AIDS education, etc are being neglected. WCDO has decided to give better time to the essence of the program (i.e. training, employment, monitoring) by out-sourcing many of the other activities to groups or organizations who already have experience in these areas. For example, the HIV/AIDS component will be taught within the usual life-skills activities for the AWD but this will be taught by an 'expert' from another organization that has wide experience on teaching about HIV/AIDS. This type of strategy ensures that all components are being dealt with adequately and will be a major component of WCDO work over the next quarter.





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One of the WCDO project officers left the program at the end of July to undertake a Masters course in Thailand. Dr. Giang was principally responsible for the physical welfare of the beneficiaries and coordinated all medical related cooperation work. She had trained for the HIV/AIDS awareness-raising component of the program but was not able to implement it before she left. She did leave good preparation and material for the future HIV/AIDS work. She also managed the hearing-impaired component with the program overseeing hearing aid intervention and training. Her role has been taken over by another Project Officer who is pregnant and cannot continue the usual range of duties. A new Project Coordinator was employed who has had experience working in the mountain provinces. Dr. Hien has headed the Hai Duong team since July. The team consists of a Project Coordinator, two Project Officers, and a Technical Assistant.